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A STUDY OF ONTARIO UNIVERSITY AND COMMUNITY COLLEGE
GRADUATES OF RECREATION CURRICULA 1965-1971

Ontario


Prepared for
the Youth and Recreation Branch
Ministry of Community and Social Services

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A. Background to the Study

From as early as 1946, when the first Municipal Recreation Director was appointed, recreation personnel have been on the scene, active in growing Ontario communities.

In 1965 formal education in recreation was introduced with a two-year diploma course at the University of Guelph. Interest has since grown until currently nine Community Colleges and two Universities have introduced recreation curricula which involve approximately 1,000 students

In 1968, twenty-two years following the first recreation appointment, the first documented attempt¹ was made by Vic Bryant to evaluate the elements characterizing the academic and technical background training brought by recreation leaders to their various posts, and the effectiveness of those elements in meeting the varied demands found in those posts.

Recreation personnel who had graduated from the recreation diploma course in the years from 1965 until 1967 were interviewed to discover the kinds of duties they had been hired for, and how sufficiently prepared they were to perform the task confronting them. With the information gathered from this investigation, educators and policy-makers could more effectively restructure the recreation leadership courses offered or about to be offered in Colleges of Applied Arts and Technology.

In 1970 and 1971 David Ng and Charles Griffith of the Recreation Department, University of Waterloo, performed a study² in which they identified existing full-time personnel in various leadership positions in public recreation service in Ontario. Factors under investigation were: duty levels, age, sex, educational achievement, years of recreation and non-recreation experience, salaries and their relationship to each of the preceding factors.

¹ Vic Bryant, A Study of the Diploma Course in Recreation Offered by the Youth and Recreation Branch of the Department of Education from 1963-1968 (Toronto: Youth and Recreation Branch, Department of Education, 1968)

² David Ng and Charles Griffith, Recreation Personnel in Ontario, Part I, Tax-supported Agencies and Institutions, for the Youth and Recreation Branch, Ontario Department of Education, 1R1 Project 0015, (Waterloo: Recreation Department, University of Waterloo, Industrial Research Institute, Waterloo, Ontario, December 1970); p. 1 Recreation Personnel in Ontario, Part II, Non-tax Supported Agencies and Institutions, prepared for the Youth and Recreation Branch, Ontario Department of Education, 1R1 Project 0085 (Waterloo: Recreation Department, Industrial Research Institute, Waterloo, Ontario, 1971).

Continuing the accumulation of data on recreation personnel in Ontario, the Youth and Recreation Branch of the former Department of Education, carried out in the summer of 1971 a survey on recreation course graduates since inception of this course in 1965 until 1971. The findings of this study are contained in the following pages.

B. Purpose of the Study

The Community College Graduates Study, Summer 1971, was conducted as a follow up survey of all graduates of recreation curricula in Ontario Community Colleges and Universities since 1965 to ascertain their work histories, their present employment, their education plans and to discover through their comments, their evaluation of their course work.

C. Scope and Limitations of the Study

Those Community Colleges and Universities in Ontario which had graduated students in recreation and were included in the study were as follows: Algonquin, Centennial, Conestoga, Confederation, Fanshawe, Humber, Mohawk, Sir Sandford Fleming and the Universities of Guelph and Ottawa.

Five hundred and eighty recreation graduates were initially identified as the target population on which the study should be conducted and usable data was obtained from 436 (75%).

The reduction of the original target population by 144 students is due to the fact that:

- (1) some addresses were no longer current, and 27 students could not be traced further;
- (2) some 55 students failed to respond to the questionnaire and could not be traced; and
- (3) some 62 students prevented their inclusion in the survey by failing to answer identifying questions on the questionnaire. Consequently, this report is based upon a 75% sample of the original population.

Because the field of recreation is still in a state of emergence, and because graduates in recreation are so recent, all inferences made, or conclusions drawn from any or all of the study must be subject to caution.

D. Method

- (1) Instrument: The questionnaire on recreation course graduates (Appendix A) was designed so as to be comparable in content with the Ng-Griffith³ Study. It was pretested in the field

³Ibid.

for effectiveness and efficiency on a sample of recreation graduates.

- (2) Sample: Four Youth-in-Action workers developed a list of 580 graduates, utilizing community college records. Current addresses were found for 553, and the pretested questionnaires were sent to them. Where responses were not forthcoming, a second mailed questionnaire, a telephone follow up, and a personal visit were made to ensure a higher return on the questionnaire forms. The sample size on which the computer processed tables are based is 436 recreation graduates.
- (3) Data Processing: A data processing technique was devised by the Education Data Processing Branch, Ministry of Education in conjunction with the Youth and Recreation Branch, Ministry of Community and Social Services (formerly with the Department of Education).

E. Definitions Used in the Study

Responsibility Levels

Administrative - Responsible to persons not in one's department and responsible for supervision of staff and administrative duties within one's department.

Supervisor - Responsible to department head(s) and for supervision of staff.

Face-to-Face Direct Leadership - Responsible to other persons in recreation and working mainly with people in the community or institution.

Municipality⁴

As used in this study includes cities, separated towns, towns, townships, villages, boroughs and counties.

Annual Salary⁵

Total amount of monies received from employer for all services rendered.

⁴David Ng and Charles Griffith, Recreation Personnel in Ontario Tax-Supported Agencies and Institutions, IRI Project 0015, prepared for the Youth and Recreation Branch, Ontario Department of Education (Waterloo: Department of Recreation, University of Waterloo, Industrial Research Institute, December 1970) pp.5-6.

⁵Ibid.

Recreation Employer

Any agency, firm, institution or department providing recreation activity, program, or related services to the public on an ongoing basis and as part of their regular services.

Non-Recreation Employer

Any employing agency other than the above.

F. Review of Findings

In the study sample of 436 recreation graduates 91% were diploma graduates from nine Colleges of Applied Arts and Technology; 5.5% were one-year certificated course graduates from Conestoga College; and the remaining 3.4% were graduates from the University of Ottawa's recreation degree course.

Of the 436 graduates, 92% found employment of a permanent, summer or part-time nature in or out of recreation. 8% were unemployed. Of those seeking employment in recreation, only 3.9% were unemployed (Table III.16).

58.9% of the graduates found permanent employment; 6.7% found part-time employment; and 25.9% found summer employment; 8.5% were unemployed (Table III.16(b)).

265(60.8%) of the graduates found employment in recreation; 136(31.1%) of the graduates were non-recreation employed.

63.1% males and 36.9% females comprised the study group.

85% of the graduates were between the ages of 21 to 30.

39%(171) of all the graduates were continuing their education. Of the 171, 6.9% were entering education or Teachers' College; 22% were proceeding to University; and 11.5% were continuing their education in recreation. Twice as many recreation as non-recreation employed graduates were continuing their education (106 to 53).

Municipal Parks and Recreation Departments proved to be the biggest employers of recreation graduates (55%). (Table III.1).

Recreation employers differentiate very little in the numbers of male and female graduates they employ. There is a considerable imbalance in the favour of the males, in the salaries each is paid and in the level of responsibility each is given. (See Table III.5a, III.8, III.15a, IV.5, IV.6, IV.7 and IV.8).

Recreation-employed graduates moved into administration and other responsible positions in greater frequency than did non-recreation employed graduates. Non-recreation employed graduates were placed most frequently into direct leadership positions.

Salaries for recreation-employed graduates were higher than non-recreation employed graduates.

Recreation graduates received the highest salaries of all Community College graduates.

CHAPTER II

RECREATION GRADUATES

The following Table II.1 shows the original target population of recreation graduates emerging from each recreation course offered in Ontario by College and University, and the number of graduates used in the actual sample. One sees that the target initially aimed at for study purposes compares closely with the final College selection. Thus, the sample size and composition can be considered statistically significant.

<p style="text-align: center;"><u>TABLE II.1</u></p> <p style="text-align: center;"><u>Recreation Graduates by College</u></p>				
College Graduated	<u>Target Population</u>		<u>Sample Population</u>	
	Total Number of Graduates	% Number of Graduates	Total Number	% Number
Algonquin	42	7.79	33	7.57
Centennial	154	28.57	121	27.75
Conestoga (Diploma & Certificate)	59	10.95	53	12.16
Confederation	21	4.08	16	3.67
Fanshawe	45	8.35	33	7.57
Humber	39	7.24	34	7.80
Mohawk	45	8.35	40	9.17
Sir Sandford Fleming	18	3.34	13	2.98
University of Guelph (Diploma)	92	17.07	78	17.89
University of Ottawa (Degree)	24	4.45	15	3.44
TOTAL	539	100.19	436	100.00

TABLE II.2
RECREATION COURSE GRADUATED

Course	Total Number of Graduates	Percent Graduates
Diploma	397	91.1
Certificate	24	5.5
Degree	15	3.4
Total	436	100.0

TABLE II.3
SEX OF RECREATION GRADUATES

Sex	Total Number	Total Percent
Male	275	63.1
Female	161	36.9

TABLE II.4
AGE OF RECREATION GRADUATES

Age (Years)	Number of Graduates	Percent of Graduates
Under 21	33	7.5
21-25	273	62.5
26-30	99	22.9
31-35	23	5.3
36 and over	8	1.8
Total	436	99.0

A. Table II.1 - Recreation Graduates by College

This table identifies the Colleges of Applied Arts and Technology, and the Universities from which the recreation graduates emerged.

The variation in the number of graduates from each institution is due in part to how recently a recreation course was introduced into the institution's curriculum, its location relative to large population centres, and to the course content offered.

B. Table II.2 - Recreation Course Graduated

The diploma course, a two-year course to train recreation technicians, had a total enrolment of 397 or 91.9% of the total number of graduates.

The certificate course, a one-year community college course for university graduates in other disciplines, was designed for students who wished to pursue careers in recreation leadership and administration, accounted for 24 graduates, or 5.5% of the total graduate population.

The undergraduate degree course, structured for the professional preparation of the student, made up the remaining population of 15 graduates or 3.4% of the total graduate population.

C. Table II.3 - Sex of Recreation Graduates

From this table it is noted that the ratio of female to male graduates is approximately 1:2. Females comprise slightly more than 1/3 (36.9%) of the total recreation graduates, while males comprise slightly under 2/3 (63.1%) of the total number of graduates.

D. Table II.4 - Age of Recreation Graduates

The greatest bulk of the recreation graduates (62.5%) range in age from 21-25 years of age. The next heaviest concentration of graduates is found in the 26-30 age bracket.

The age group under 21 accounts for 7.5% of the graduates and the age group 31 and over accounts for 7.1% of the graduates.

E. Academic Aspirations: Recreation Graduates Continuing their Education

(1) Area of Continuing Study:

Of the 436 recreation graduates considered in this study, 171 (39%) are continuing to go to school to further their education (Table II.5(a)). This figure is significantly higher than other community college graduates. In the second report, dated November 22, 1971 on a 1971 survey of graduates of Colleges of Applied Arts and

Technology, researcher Mrs. M. Alam⁶ reveals that 11% of the Community College graduates are continuing their education. The current study on recreation graduates found the areas of study which are being entered include: recreation and fields related to recreation; fields not related to recreation; education and teaching. Fifty graduates (29%; 11.5% of 436) are continuing their education in recreation or a field directly related to recreation. Those studying in fields other than recreation number 121 (71%; 28% of 436). The total number of community college recreation graduates who are moving into education and teaching is 30 (18%; 6.9% of 436).

The number of graduates who are moving into university for the first time, or are continuing in university number 95 (55.8%; 22% of 436).

This suggests:

- (i) Community Colleges are stimulating slightly more than one-fifth to three-tenths of graduates to higher learning. Therefore, from one-fifth to three-tenths of graduates do not regard the Community College as the end of their education, or their work experience has stimulated them to seek further education.
- (ii) Greater than one-fifth to three-tenths of the Community College graduates have regarded this portion of their education as opening new doors.
- (iii) Because of the large group of recreation graduates continuing their education in institutions of advanced learning, university educators must come to grips with the problem of transferability of students and courses from the Community College program. (See Table V.2 also.)
- (iv) Some graduates may have used the recreation course as a means of entry into university - as a morale builder and as a possible means of overcoming low marks in high school, a way of gaining admittance to a university.

⁶ M. Alam, Survey of 1971 College Graduates, Second Report, November 22, 1971 (Toronto: Ontario Department of Colleges and Universities, Queen's Park, November 1971) p. 1.

TABLE II.5(a)

SUMMARY OF GRADUATES CONTINUING EDUCATION

Type of Program of Study	Number of Graduates	Percentage of Graduates % of 171	Percentage of Graduates % of 436
B.A. Degree in Recreation	18	10.56	4.13
Post-graduate Degree or work in Recreation	3	1.75	.69
Institutional Recreation Courses and Certification	5	2.92	1.14
Parks Management or Horticultural Diplomas	7	4.10	1.61
Special Programs related to Recreation	17	9.94	3.90
B.A. Degree (not recreation) Full-time	23	13.45	5.29
Part-time B.A. (extension or correspondence)	48	28.07	11.01
Full-time Community College	1	.58	.30
Part-time Extension Community College	5	2.92	1.15
Teachers' College	30	17.55	6.88
Post-graduate work or Degree not in Recreation	3	1.75	.69
Other	11	6.44	.92
Total Graduates Continuing their Education	171	100.00	39.22
Graduates Not Continuing their Education	265		60.78
TOTAL	436		100.00

(2) Areas of Continuing Study Relative to Areas of Employment:

A Comparison of Recreation Graduates who are Continuing their Education, Employed in Recreation and Non-recreation Jobs

From Table II.5(b) it is seen that the percentage of graduates who are employed in recreation jobs and who are continuing their education in recreation is higher than the percentage of graduates employed in non-recreation jobs and continuing their studies in recreation. It is interesting to note that 20% of the non-recreation employed are continuing their education specifically in recreation.

In column 2(b) the total percent of recreation employed students continuing their education in recreation or a field closely related to recreation is 35.85%.

Apparently a similar trend towards seeking higher education exists in both groups with strong emphasis on recreation education.

Possible tentative conclusions which might be drawn are:

- (i) Working in the field of recreation, the recreation graduate may have found himself ill-prepared for the task at hand and is seeking further study and preparation for his chosen field of work.
- (ii) Working in the field of recreation is stimulating the recreation graduates to further study within their chosen field of work.
- (iii) Relationships which might be examined as part of an attempt to explain the difference in entrants to teachers' college. From a review of comments of recreation graduates (Table V.2) it is discovered that 14 recreation graduates state there were no jobs in recreation. Possibly as a result of this perceived problem they resorted to Teachers' College and teaching as an attractive alternative with a minimum of time lost.
- (iv) It is also significant that a number were willing to work in other areas while pursuing advanced education in recreation.

Out of 436 graduates, 421(94%) emerged from Colleges of Applied Arts and Technology. Of these 39% are continuing their education.

The large number of those employed in summer and part-time jobs may indicate that many of the recent graduates are planning on continuing their education in the immediate future and are not seeking permanent jobs.

F. Attrition Rate Among Recreation Graduates

Because of the nature of the questionnaire no precise report can be made regarding the numbers of recreation graduates who may have left the field of recreation. One can, at this point, consider areas where loss might occur and be aware that due to individual motivation and mobility, no mobility and no condition is static.

Possible areas of personnel loss from the recreation profession follow.

(1) Loss to Education:

(See Table II.5, Summary of Recreation Graduates Continuing their Education.) 6.88% of all 436 graduates are continuing to Teachers' College, when, upon graduation, they may or may not be involved with recreation as a profession.

5.29% of graduates are taking a B.A. full time, not in recreation. 1.89% are doing post-graduate work not connected with recreation. A total of 12.86% of the recreation graduates who are continuing their education in an area of study not connected with recreation comprise a potential group of people who might be lost to the recreation profession.

(2) Unemployment:

35(8.03%) recreation graduates were not able to find employment (see Table III.1). This becomes another group where the potential risk of loss from the recreation field increases considerably. Early disillusionment as a result of inability to find employment in recreation - a chosen field of endeavour might cause graduates to drift into other kinds of jobs. No firm comment can be formulated about the group of unemployed.

(3) Non-recreation Employment;

136 or 31.2% of the recreation graduates were able to find work in non-recreation type employment. The low percentage of non-recreation employed seeking employment in recreation (see Table III.16) may indicate that they did not intend to seek jobs in recreation. Due to a programming error the data on those seeking employment in recreation is open to question.

CHAPTER III

EMPLOYERS OF RECREATION GRADUATES

Employers of graduates are identified as recreation and non-recreation. Recreation employers include municipal recreation and parks departments; provincial and federal government departments; industry; institutions (e.g. educational, correctional, rehabilitative); commercial agencies, private non-profit agencies and hospitals, etc.

Non-recreational employers include local, provincial and federal governments, industrial firms, commercial enterprises and educational institutions, etc.

Recreation Employers

Based upon the employer code (Appendix B), the recreation employers accounted for the following hiring rates: (see Table III.1) - Institutions (education, correctional and rehabilitative), and hospitals 21.7%, and provincial and federal government departments 8.6%. In total, 290 (66.5%) graduates were hired by recreation employers. The information for these figures was drawn from question 8 of the questionnaire (Appendix A) and refers to recreation employers. The total number reported was 290. The information in the following section on present employment was also drawn from question 8 and refers to position held. The total reporting recreation positions was 265. This may reflect the workers perception of his job as non-recreation related even though his employer was classified as a recreation agency. In the interest of a non-biased report the lower number 265 is used throughout the remainder of the report.

Initial Employment of Recreation Graduates

The pattern of initial employment in recreation is not significant, different from present employment. (See Table III.2.) This does not imply that graduates have not moved from one area of recreation service to another. It is more likely a reflection of jobs available. The data on job stability and movement between service areas did not reveal any significant trend. A note of caution should be kept in mind when considering the data regarding university graduates in this Table and throughout the study. A sub-sample of 15 out of 436 is probably not significant. It must also be remembered that these are among the most recent graduates with the shortest opportunity to seek employment.

TABLE III.1

EMPLOYERS OF RECREATION GRADUATES

Type of Employer	No. of Graduates	Percent of Graduates % of 290	Percent of Graduates % of 436
<u>Recreational Employers</u>			
Municipal Parks & Recreation Depts.	159	54.83	36.46
Industrial	3	1.04	.69
Educational Institutions	18	6.21	4.13
Provincial Government	20	6.91	4.59
Federal Government	5	1.72	1.15
Private Non-Profit Agencies	18	6.21	4.13
Commercial	21	7.25	4.82
Institutional - Correctional	10	3.45	2.29
Institutional - Rehabilitative	27	9.32	6.19
Hospitals	8	2.76	1.84
Other Recreational Employers	1	.30	.22
Total Recreational Employers	290	100.00	66.51
		% of 111	% of 436
<u>Non-Recreational Employers</u>			
Local Government	2	1.80	.46
Provincial Government	13	11.71	2.98
Federal Government	3	2.70	.69
Industrial	26	23.43	5.96
Commercial	36	32.43	8.26
Educational	24	21.62	5.50
Other Non-Recreational Employers	7	6.31	1.61
Total Non-Recreational Employers	111	100.00	25.46
Total Graduates Employed	401		
Total Graduates Unemployed	35		
Total	436		

TABLE III.2

INITIAL EMPLOYMENT OF RECREATION GRADUATES
IN RECREATION POSITION
COURSE vs. EMPLOYER

E M P L O Y E R												
Course	Municipal Recreation Department		Provincial Government Department		Institutions		College and Universities		Other Recreation		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Diploma	122	89.1	13	68.4	29	93.5	14	77.8	55	92.0	233	87.9
Certificate	11	8.0	6	31.6	2	6.5	1	5.6	1	1.0	21	7.9
Degree	4	2.9					3	16.7	4	7.0	11	4.2
TOTAL	137	51.7	19	7.2	31	11.7	18	6.8	60		265	100.0

Potential Factors Influencing Employment in Recreation

Age Relative to Employment in Recreation:

The most frequently employed age groups for recreation employed graduates (see Table III.3) are groups aged 21-25 and 26-30, where 61.1% and 23.8% of the 265 recreation graduates respectively occur in these particular age groups. 85% of the 265 recreation graduates employed in recreation are between the age of 20 and 30. 6.4% are over 30 years of age and 8.7% are 20 years of age and younger.

Age Relative to the Type of Hiring Body for Recreation Employed Graduates:

While all employers of recreation graduates in recreation positions draw heavily from the 21-30 age group, it is interesting to note variations from this apparently solid pattern of employment (see Table III.4).

TABLE III.3
AGES OF RECREATION GRADUATES
EMPLOYED IN RECREATION

Age	Number	Percent of 265	Percent of 436
20 and less	23	8.7	5.28
21-25	162	61.1	37.16
26-30	63	23.8	14.45
31-35	14	5.3	3.21
36 and over	3	1.1	.69
Other	0	0.0	.00
TOTAL	265	100.0	60.79

As might be expected coming from Community Colleges, the bulk (68.8%) of the recreation-employed graduates are in their early twenties and are not employed in Universities and Colleges. It is interesting to note that, upon reviewing Table III.2 and Table III.4, 5% of the graduates in their early twenties with two-year Community College diplomas are being employed in provincial government service.

Sex vs. Employment in Recreation

From Table III.5, it is discovered that sex appears to play no substantial role determining employment by various recreation employers. On an individual breakdown it is discovered that a comparable portion of males and females are hired by each employment group.

TABLE III.5
GRADUATES EMPLOYED IN RECREATION
REPORT ON AREA OF WORK BY SEX

	Male		Female		Total	
Municipal	103	59.2%	48	52.7%	151	57.0%
Government	16	9.2%	9	9.9%	25	9.4%
Institutions	20	11.3%	12	13.2%	32	12.1%
Other Recreation	31	17.0%	21	23.1%	52	19.6%
Other	4	2.3%	1	1.1%	5	1.9%
Total	174	63.7%	91	34.3%	265	100.0%

TABLE III.4

RECREATION GRADUATES EMPLOYED IN RECREATION

AGE	E M P L O Y E E R											
	Municipal		Provincial		Institutional		Universities		Commercial		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
20 & over	7	4.6	1	5.0	7	21.9			4	28.6	4	11.1
21-25	98	64.9	13	65.0	16	50.0	5	41.7	7	50.0	23	63.9
26-30	37	24.5	6	30.0	6	18.8	4	33.3	3	21.4	7	19.4
31-35	7	4.6			3	9.4	2	16.7			2	5.6
36 & over	2	1.3					1	8.3				
Other	0		0		0		0		0		0	
Total	151	99.9	20	100.0	32	100.1	12	100.0	14	100.0	36	100.0
Total As Percent of 265	151	57.0	20	7.5	32	12.1	12	4.5	14	5.3	36	13.6
											265	100.0

TABLE III.6
SALARY RELATIVE TO SEX FOR RECREATION
GRADUATES EMPLOYED IN RECREATION

Salary	No. Females	%	No. Males	%
Under 4,000	43	47.3	33	19.0
4,000- 5,999	9	9.9	9	5.2
6,000- 8,999	34	37.4	93	53.4
9,000-11,999	5	5.5	37	21.3
12,000-14,999	0	0.0	2	1.1
15,000 and over	0	0.0	0	0.0
Total	91	100.1	174	100.0

Upon comparing the figures from Tables III.6 with the distribution of individuals in the labour force (Appendix C) it is discovered that for males and females employed in "services and recreation" that 100% of the females earned less than \$6,000 - 98% earned less than \$5,000 and 90.3% earn less than \$3,000 per year.

Males by comparison were better paid. 86.3% of the males earned less than \$6,000; 74.9% earned less than \$5,000; and 27.9% earned less than \$3,000 per year.

It can be seen from these figures that females are paid considerably less than males in recreation employment generally. It is also seen that recreation graduates in recreation employment receive better salaries than other recreation and service employed personnel in the Canada labour force. Responsibility and salary in relation to sex are discussed further in Chapter IV.

Duration of Employment:

Of the 265 graduates presently employed in recreation, 160 or 60% of these persons have found positions of permanent employment (Table III.7). Seventy (26.4%) are for summer only, and 13 (4.9%) positions are of a part-time nature. In total 31.3% of the employment positions in recreation are of a temporary nature. There seems to be a tendency to hire on a part-time or summer basis, but the data on newly created positions indicates these positions are often converted to full time (Table III.8).

TABLE III.7
RECREATION EMPLOYED GRADUATES IN
PERMANENT, PART-TIME AND SUMMER POSITIONS

Course	EMPLOYMENT SITUATION									
	Permanent		Part-Time		Summer		Seeking Employment		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
Diploma	158	87.8	12	92.3	61	87.1	1	100.0	1	100.0
Certificate	14	7.8	1	7.7	6	8.6				
Degree	8	4.4			3	4.3				
TOTAL	180	100.0	13	100.0	70	100.0	1	100.0	1	100.0
% Total of 265	180	67.9	13	4.9	70	26.4	1	.4	1	.4
% Total of 436	180	41.3	13	3.0	70	16.6	1	0.23	1	0.2

TABLE III.8
NEWLY CREATED EMPLOYMENT POSITIONS
IN RECREATION

Job Duration	No Positions	% of 106	% of 265
Permanent	71	66.98	26.79
Part-time	6	5.66	2.26
Summer	29	27.35	10.94
Total	106	100.00	39.99

Newly-Created Employment Positions:

Table III.8 provides evidence to attest to the fact that the field of recreation appears to be expanding rapidly. Out of 106 newly-created job positions, 66.98% were permanent, 27% were summer and 6% were of a part-time nature. When considered in the context of 265 recreation job positions, it is seen that 27% newly-created positions are permanent, 11% are summer and 2% are part-time.

Responsibility Levels of Recreation Employed Graduates:

From Table III.7 it is seen that 87.9% of the recreation employed graduates emerged from the diploma course as recreation technicians, prepared for face-to-face leadership situations. From the certificate course 7.9% graduated with aspirations toward recreation administration and 4.2% came from a degree program. It is interesting to note the duty level that the graduates moved into. 23.4% are employed in the direct face-to-face leadership situation (see Table III.9). An additional 12.8% are in jobs which have some direct leadership responsibilities. It would appear that the majority of graduates have moved into higher levels of responsibility than their education prepared them for. Further reference is made in Chapter IV to responsibility levels.

TABLE III.9
RESPONSIBILITY LEVELS OF
RECREATION EMPLOYED GRADUATES

Level	Number	Percent
Administration	43	16.2
Supervisory	45	16.98
Direct	62	23.4
Admin. - Supervisory	27	10.19
Admin. - Direct	9	3.4
Admin. - Super-Direct	54	20.38
Super-Direct	25	9.43
Other	0	0
Total	265	99.98

TABLE III.10
SALARIES OF RECREATION EMPLOYED RECREATION GRADUATES

Salary \$	Number of Graduates	Percentage of Graduates (N 265)	Percentage of Total Graduates (N 436)
Under 4,000	76	28.68	17.43
4,000 - 4,999	3	1.13	.69
5,000 - 5,999	15	5.66	3.44
6,000 - 6,999	46	17.36	10.55
7,000 - 7,999	45	16.98	10.32
8,000 - 8,999	36	13.58	8.26
9,000 - 9,999	20	7.55	4.59
10,000 -10,999	17	6.42	3.90
11,000 -11,999	5	1.89	1.15
12,000 -12,999	1	.38	.23
13,000 -13,999	1	.38	.23
14,000 -14,999	0	0	0
15,000 and over	0	0	0
Totals	265	100.01	60.49

Salaries of Recreation Employed Graduates:

In Table III.10 is seen that 35.47% of the 265 recreation employed graduates are earning less than \$6,000 per year. 55.47% earn less than \$1,000 and 9.07% earn over \$10,000 per year salary. The mean salary occurs between \$7,000 and \$8,000. When compared with salaries of non-recreation employed graduates (see Table III.16) it is apparent that recreation employed graduates earn more.

Attrition from recreation services has frequently been attributed to higher earning potential in other fields. This does not seem to be the case in Ontario. Compared with the mean salaries of all 1971 Ontario community college graduates⁷, recreation employed graduates are receiving much higher salaries. The majority of mean salaries for the two-year graduate of community colleges fall below \$5,500 per year⁸. Two-year graduates employed in community services⁹, earn a mean salary of

⁷ Ministry of Colleges and Universities Statistics Branch, Final Report of the 1971 C.A.A.T.'s Graduate Survey, Graph No. 1 (Toronto: Ministry of Colleges and Universities Statistics Branch, May 1972) final page.

⁸ Ibid.

⁹ Ibid.

approximately \$5,400, the mean salary of recreation employed graduates lies between \$7,000 and \$8,000. 55.47% of the recreation employed graduates earn between \$6,000 and \$10,000 per year, and 9.07% earn between \$10,000 and \$14,000 per year.

It would appear that recreation employed graduates are the highest paid of all graduates emerging from Ontario Colleges of Applied Arts and Technology.

2. Employment of Recreation Graduates by Non-Recreation Employers

For the purposes of this study non-recreation employers of recreation graduates will be classified into seven general groups: local government, provincial government, federal government, industrial, commercial, educational and other groups.

From Table III.11 it is seen that non-recreation employers have hired 111, or 25.5% of 436 recreation graduates.

TABLE III.11 NON-RECREATION EMPLOYERS			
Type of Employer	No. of Graduates	Percent Graduates	
		N = 111	N = 436
Local Government	2	1.80	.46
Provincial Government	13	11.71	2.98
Federal Government	3	2.70	.69
Industrial	26	23.43	5.96
Commercial	36	32.43	8.26
Educational	24	21.62	5.50
Other	7	6.31	1.61
Total	111	100.00	25.46
Total Graduates Employed	401		91.97
Total Graduates Unemployed	35		8.03

Government agencies (local, provincial and federal) have hired 16.2% of the graduates, industrial and commercial agencies have absorbed 56.9%, and educational institutions 21.6%

Initial Employment of Non-Recreation Employed Graduates:

The initial employment of currently non-recreation employed graduates (see Table III.12), provides some evidence that approximately 15% of the total graduates (436) found recreation jobs initially, but have since moved to non-recreation positions. Unfortunately, this data group was not cross-tabulated for permanent, part-time and summer jobs, and the implications are not clear. It may also reflect the tendency noted in Table III.2, to report positions with recreation employers as non-recreation if they are not directly related to program. In any case, the information is not considered valid for projecting attrition rates from recreation to non-recreation jobs.

TABLE NO. III. 12

INITIAL EMPLOYMENT OF THE RECREATION GRADUATE

IN NON-RECREATION POSITIONS

COURSE v.s. EMPLOYER

Course	Municipal Recreation Department No. %	Provincial Government Department No. %	Institutions No. %	Colleges & Universities No. %	Other Recreation No. %	Non- Recreation No. %	Total No. %
Diploma	19 96.7	3 75.0	9 100.0	4 100.0	22 100.0	63 94.0	130 95.6
Certificate	1 3.3	1 25.0				1 1.5	3 2.2
Degree						3 4.5	3 2.2
Total 136	30 22.1	4 2.9	9 6.6	4 2.9	22 16.2	67 49.3	136 100.0
Total 436	30 6.9	4 .9	9 2.1	4 .9	22 5.0	67 15.4	436 100.0

Age of Recreation Graduates Not Employed in Recreation:

Non-recreation employed graduates show a pattern of age employment similar to that of their counterparts in recreation jobs (see Table III.13). Age group 21-25 indicate a 66.9% rate employment, and group aged 26-30 show a 19.9% rate of employment.

TABLE III.13 AGES OF RECREATION GRADUATES NOT EMPLOYED IN RECREATION			
Age	Number	% of (136)	% of (486)
20 and under	8	5.9	1.83
21-25	91	66.9	20.87
26-30	27	19.9	6.19
31-35	7	5.1	1.61
36 and over	3	2.2	1.10
Other	0	0.0	0.0
Total	136	100.0	31.60

3. Potential Factors Influencing Employment in Non-Recreation Type Jobs

Sex:

From Table III.14, a higher proportion of males than females are employed by all hiring bodies. The figures for female employment are almost identical to the figures of male and female distribution in the labour force for the years 1967-1968, and 1968-1969¹⁰.

¹⁰ Report of the Royal Commission on The Status of Women in Canada, Table A-10 (Ottawa: Information Canada, 1970) p. 471

TABLE NO. III. 14

SEX OF NON-RECREATION EMPLOYED GRADUATES WORKING IN THE FIELD

Sex	Municipal Department No.	%	Government No.	%	Institutions No.	%	Colleges and Universities No.	%	Other No.	%	Total No.	%
Male	6	75.0			3	60.0	6	100.0	72	62.4	88	64.77
Female	2	25.0			2	40.0			44	37.6	48	35.3
Total	8	5.9			5	3.7	6	4.4	117	86.0	136	100.0
Ratio Male & Female	3:1		0:0		3:2		100:0				approx. 2:1	

4. Non-Recreation Employed Graduates

Job Duration:

Of the 136 recreation employed graduates, 77(56.6%) found permanent employment (see Table III.15), 11.8% found part-time employment, and 31.6% found summer employment (see Table III.16). When compared with their counterparts employed in recreation jobs, (see Table III.7) a lower percent found permanent non-recreation jobs. The higher percent in temporary jobs might suggest that a number of recreation graduates were reluctant to settle into employment for which they had no academic training and for which they might only have a secondary interest.

TABLE III.15								
EMPLOYMENT SITUATION OF NON-RECREATION EMPLOYED								
Course Graduated	EMPLOYMENT SITUATION							
	Permanent		Part-Time		Summer		Total	
	No.	%	No.	%	No.	%	No.	%
Diploma	73	56.15	16	12.31	41	3.54	130	100.00
Certificate	3	100.00					3	100.00
Degree	1	33.33			2	66.67	3	100.00
Other								
Total	77		16		43		136	
Total as a % of 136	77	56.62	16	11.76	43	31.62	136	100.00
Total as a % of 436	77	17.66	16	3.67	43	9.86	136	31.19

5. Graduates Seeking Jobs in Recreation

The question relating to those seeking jobs in recreation was intended to identify those non-recreation employed graduates who were still interested in entering the field. The findings reflect a high percentage of recreation employed graduates seeking to change or upgrade their position (see Table III.16). Nearly 12% of currently non-recreation employed graduates still wish to enter the field. Only 3.7% are unemployed, well below the national average and far below the average for 19-25 year-olds.

TABLE III.16
GRADUATES SEEKING JOBS IN RECREATION

Present Type of Employment	Seeking Employment No. %	No. of Graduates	No. = 436 Percent Graduates
Recreational	85 32	265	19.5
Non-Recreational	52 38	136	11.9
Unemployed	16 46	35	3.7
Total	153	436	35.1

6. Responsibility Levels of the Non-Recreation Employed Graduate

From Table III.17 it is seen that 47.8% of the graduates are exclusively engaged in face-to-face leadership tasks. Another 14.7% of the graduates have in addition to other responsibilities, direct leadership responsibilities. In total 62.5% of the non-recreation employed are in face-to-face leadership situations, 29.4% are working in some form of administration, while the remaining 8.1% are working in supervisory tasks. In view of the nature of the academic and technical background of the graduate, it appears that non-recreation positions are more appropriate to the expected competencies of the technician.

TABLE III.17
RESPONSIBILITY LEVELS OF NON-RECREATION EMPLOYED GRADUATES

Responsibility Level	Number	Percentage
Administration	17	12.50
Supervisory	12	8.82
Direct	65	47.79
Admin. - Supervisory	7	5.15
Admin. - Direct	6	4.41
Admin. - Super. - Direct	10	7.35
Super. - Direct	4	2.94
Other	15	11.03
Total	136	99.99

7. Salaries for Non-Recreation Employed Graduates

From reviewing Table III.18, it is seen that almost half (45.6%) of the 136 non-recreation employed graduates are receiving salaries of \$4,000 per year or less. 53.68% of the graduates earn less than \$5,000 per year. This puts the mean salary of the non-recreation employed graduate between \$4,000 and \$4,999 similar to the mean salaries of 6 out of a possible 13 specific occupations entered by the two-year community college graduates of 1971¹¹. This point tends to substantiate the theory that the community college recreation graduate not employed in recreation is similar to other Community College graduates competing on the open job market.

In the salary range extending from \$6,000 to \$9,999 per year, 31.97% (9.06% of 436) recreation graduates are employed. On comparing this salary range to the salary range in the study done by the Ministry of Colleges and Universities¹² it is seen that only 17.07% of all graduates received salaries of this magnitude. In the community services employment, of which recreation might be considered a part, 20.76% of the graduates earned within this salary range. It would appear that in a specific point by point comparison recreation graduates not employed in recreation are receiving better salaries than their counterparts in others fields of employment, although they are receiving less than recreation employed graduates.

¹¹Ibid. (Final Report of the 1971 C.A.A.T.'s Graduate Survey, Graph #1)

¹²Ibid.

TABLE NO.III.18SALARIES OF RECREATION GRADUATESNOT EMPLOYED IN RECREATION

Salary	Total Number	% of 136	% of 436
Under 4,000	62	45.59	14.22
4,000 - 4,999	11	9.09	2.52
5,000 - 5,999	10	7.35	2.29
6,000 - 6,999	20	15.00	4.59
7,000 - 7,999	13	9.56	3.00
8,000 - 8,999	6	4.41	1.38
9,000 - 9,999	4	3.00	.09
10,000 - 10,999	3	3.68	1.15
11,000 - 11,999	3	2.21	.07
12,000 - 12,999	1	.07	.02
13,000 - 13,999	1	.07	.02
14,000 - 14,999	0	.0	.0
15,000 & over	0	.0	.0
Total	136	99.03	29.35

8. Salary in Relation to Sex for Non-Recreation Employed

The salary sex differential appears to be the same for non-recreation employed (see Table III.19) as for recreation employed (see Table III.6), and for employment in general. Women tend to receive lower salaries than men in spite of equal academic qualifications.

TABLE III.19				
SALARY RELATIVE TO SEX FOR NON-RECREATION EMPLOYED GRADUATES				
Salary	Females		Males	
	No.	%	No.	%
Under 4,000	25	52.8	37	42.0
4,000 - 5,999	10	20.8	11	12.5
6,000 - 8,999	10	20.8	29	33.0
9,000 -11,999	3	6.3	9	10.2
12,000 -14,999	0	0.0	2	2.3
15,000 and over	0	0.0	0	0.0
Total	48	100.7	88	99.6

CHAPTER IV

RESPONSIBILITY LEVEL ANALYSIS OF
RECREATION GRADUATES EMPLOYED IN
RECREATION AND NON-RECREATION POSITIONS

1. Age Relative to Responsibility Type in Recreation and Non-Recreation Employed Graduates

Age Trends in Responsibility Categories:

As expected administrative posts in recreation were filled most frequently by older graduates. 66.7% of the graduates 36 years and over were employed in administrative positions (see Table IV.1). From age 36 to below age 21 the percentage of graduates hired in each age group decreases until, in the group 21 years and younger, 4.3% of the recreation graduates were placed in administrative offices.

A similar trend exists in the leadership position designated as administrative-supervisory-direct.

The direct leadership responsibility level shows a counter-trend where the bulk 65% of the graduates under 25 years move into this type of position.

TABLE IV.1

AGE RELATIVE TO RESPONSIBILITY
 FOR RECREATION EMPLOYED GRADUATES

Age Years	Number	R E S P O N S I B I L I T Y								Total
		Admin. Percent	Super of N	Direct	Admin. Super	Admin. Direct	Admin. Super Direct	Super Direct	Other	
Under 21	23	4.3	17.3	39.1	0.0	0.0	13.0	26.1	0.0	100.00
21-25	162	12.9	17.9	25.9	8.0	3.7	22.3	9.2	0.0	100.00
26-30	63	22.1	17.4	17.4	14.3	4.7	17.3	6.3	0.0	100.00
31-35	14	35.7	7.1	7.1	28.5	0.0	21.3	0.0	0.0	100.00
36 & over	3	66.7	0.0	0.0	0.0	0.0	33.3	0.0	0.0	100.00
Total	265	141.66	59.70	89.50	50.80	8.4	107.23	41.60	0.0	500.00

Among the non-recreation employed graduates, a generalized trend occurs in the hiring of older graduates into administration. 42.9% of the age group 31-35 years as compared to 12.5% of the under 21 year group perform administrative duties (see Table IV.2).

In the direct or face-to-face leadership posts a higher frequency of employment occurs among the younger graduates.

In the age groups under 21, 21-25 and 25-30 (31.1%, 25.9% and 17.4%) respectively were employed in direct leadership.

TABLE IV.2
AGE RELATIVE TO RESPONSIBILITY
FOR GRADUATES NOT EMPLOYED IN RECREATION

Age Years	Number	R E S P O N S I B I L I T Y								Total
		Admin. Percent	Super of N	Direct	Admin. Super	Admin. Direct	Admin. Super Direct	Super Direct	Other	
under 21	8	12.5	12.5	50.0	0.0	0.0	12.5	0.0	12.5	100.0
21-25	91	7.7	8.8	50.4	3.3	1.1	6.6	4.4	13.2	100.0
26-30	27	22.1	7.4	33.0	11.0	11.1	3.7	0.0	7.4	100.0
31-35	7	42.9	0.0	28.6	0.0	28.6	14.3	0.0	0.0	100.0
36 & over	3	0.0	33.3	0.0	0.0	33.3	33.3	0.0	0.0	100.0
Total	136	85.20	27.70	162.00	13.3	74.13	70.43	4.4	33.10	500.0

Job Responsibility Relative to Salary for Recreation Employed Graduates:

The biggest proportion of recreation employed graduates (23.39%) are utilized in direct leadership positions - positions for which their training in Colleges of Applied Arts and Technology has prepared them; yet these numbers are low in terms of distribution at other duty levels (see Table IV.2).

The recreation course in community colleges, while containing some elements in administration, does not qualify the graduate to be an administrator. 16.23% of the graduates are employed entirely in administration, and 50.18% are involved with administration and other types of leadership duties. In total, 66.41% of the graduates have been given administrative responsibility - work for which they were not specifically prepared.

Upon comparing the salaries in administrative and in administrative-supervisory-direct leadership positions, one sees that .38% of the graduates are receiving between \$12,000 and \$15,000 per year salary for pure administration, and .38% are receiving between \$12,000 and \$15,000 for responsibility with administration and other leadership duties.

In the salary range of \$9,000 to \$15,000 per year, 12.08% of the recreation graduates are employed in administrative-type duties. In non-administrative type duties only 9.51% are earning salaries in this same salary range.

These figures suggest a number of possibilities related to recreation employment:

- (a) There appears to be an insufficiency of senior personnel specialized in recreation at the administration level; consequently newly graduated personnel are progressing into high-paying, high responsibility type jobs.
- (b) There appears to be an over-estimation of the capabilities of the recreation graduate emerging from a technical training course.

TABLE IV. 3
JOB RESPONSIBILITIES RELATIVE TO SALARY FOR ALL AGES
OF EMPLOYED GRADUATES

SALARY	%	ADMINISTRATIVE			SUPERVISORY			DIRECT			ADMINISTRATIVE SUPERVISORY			ADMINISTRATIVE DIRECT			ADMINISTRATIVE SUPERVISORY DIRECT			SUPERVISORY DIRECT			TOTAL										
		No.	↓	→	No.	↓	→	No.	↓	→	No.	↓	→	No.	↓	→	No.	↓	→	No.	↓	→	No.	↓	→								
4,000		6	14	8	2	8	18	11	3	25	40	33	9	2	7	3	.8	7	78	9	3	15	28	20	6	13	52	17	5	76	29	100	
4,000- 5,999		1	2	6	.4	2	4	11	.8	9	15	50	3									4	7	22	2	2	8	11	.8	18	7	100	
6,000- 8,999		18	42	14	7	26	58	20	10	26	42	20	10	18	67	14	7	2	22	2	.8	28	52	22	11	9	36	7	3	127	48	100	
9,000-11,999		17	40	40	6	9	20	21	3	2	3	5	.8	7	26	17	3					6	11	14	2	1	4	2	.4	42	16	100	
12,000-14,999		1	2	50	.4													1	2	50	.4									2	1	100	
15,000 & over																																	
Unemployed																																	
TOTAL		43	100	16		45	100	17		62	100	23		27	100	10		9	100	3		54	100	21		25	100	9		265	100		

Responsibility Relative to Salary for Recreation Graduates not Employed in Recreation :

The majority (47.77%) of the 136 recreation graduates not employed in recreation are engaged in direct or face-to-face leadership tasks. Of the number, the greatest percentage (22.05%) are employed in the low income (less \$4,000 per year) salary range. This low income grouping is presumed to be summer employment.

The job type, with the next largest proportion (6.61%) of recreation graduates is the category defined as "other" (educator, specialized service, etc.). Following this is administration with 5.88% of the graduates.

In total, this salary range (\$4,000 per year) accounts for 45.57% of the 136 recreation graduates not employed in recreation.

The next heaviest concentration (28.67%) of graduate employment occurs in the salary range \$6,000-\$8,999. It follows the trend of the recreation employee graduate.

The range in salary from \$4,000 to \$5,999 has a greater frequency of occupancy than the same range for graduates employed in recreation-type jobs. This is an almost expected trend. This salary category from \$4,000 to \$5,999 could cover the jobs of lesser consequence where no pre-training or very little pre-training would be required. However, there is some indication that more than a random or haphazard job placement is occurring. The majority (11.02%) of recreation graduates are found in direct leadership positions - the kind of leadership office the recreation graduate would have the greatest chance of performing successfully.

In the salary range \$6,000-\$8,999 again the majority (13.23%) of the 136 graduates are employed in direct leadership positions, with no other leadership positions or types showing a like concentration.

In the salary ranges of \$9,000-\$11,999 and \$12,000-\$15,000 and up, the distribution varies only slightly, and ranges from .74% occupancy up to 1.47% occupancy, a variation of inconsequential dimensions.

Looking at the totals for each administrative category we discover that direct leadership positions account for 47.77% of the 136 students; administration accounts for 12.49%; other accounts for 11.03%, supervisory for 8.83%, administrative-supervisory-direct for 7.36% and all others are 5% or less.

The numbers of graduates occupying salary ranges from less than \$4,000 up to \$8,999 have risen gradually, while numbers in salary ranges from \$9,000-\$15,000 and over have dropped sharply. There are a few high salaried recreation graduates in non-recreation positions.

From the foregoing account, a number of comments could be made. When compared with counterparts employed in recreation, it seems that while salaries and job placements appear to be more realistic and in line with

academic training, opportunities for higher job placements are limited.

In recreation employment the recreation graduate is at a distinct advantage with his academic training; in non-recreation employment, the recreation graduate appears to have no, or little, advantage and much greater competition as reflected in the number of graduates occupying the salary range from \$4,000 to \$5,999. While they make less money they are in a more realistic position of employment in terms of the technical level of their education. Almost half the graduates (47.77%) are using their learned skills of direct leadership.

Code: Col. (a) Number of Graduates
 Col. (b) Percent Col. read Vertically
 Col. (c) Percent Col. read Horizontally
 Col. (d) Percent Col. read relative to
 Grand Total with final
 figure at bottom of
 extreme right-hand
 column

TABLE IV. 4
 JOB RESPONSIBILITY RELATIVE TO SALARY FOR RECREATION GRADUATES
 OF ALL AGES NOT EMPLOYED IN RECREATION

SALARY	ADMINISTRATION				SUPERVISORY				DIRECT				ADMINISTRATION- SUPERVISORY				ADMINISTRATIVE- SUPERVISORY DIRECT				SUPERVISORY- DIRECT				OTHER				TOTAL									
	a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d	a	b	c	d						
4,000	8	4	13	6	4	33	6	3	30	46	48	22	2	29	3	1	2	33	3	1	4	40	6	3	3	75	5	2	9	60	15	7	62	46	100			
4,000- 5,999	2	12	10	1	1	8	5	1	15	23	71	11	1	14	5	1					1	10	5	1								1	7	5	1	21	15	100
6,000- 8,999	5	23	13	4	4	33	10	3	18	26	46	13	2	29	5	1	2	33	5	1	3	30	8	2	1	25	3	1	4	27	10	3	39	29	100			
9,000-11,999	2	12	17	1	2	17	17	1	2	3	17	1	2	29	17	1	1	17	8	1	2	20	17	1							1	7	8	1	12	9	100	
12,000-14,999					1	8	50	1									1	17	50	1														2	1	100		
15,000 & over																																						
Unemployed																																						
TOTAL	17	103			12	100			65	100			7	100			6	100			10	100			4	100			15	100			136		100			

2. Job Responsibility and Salary for Female and Male Graduates
Employed in Recreation

Salary Related to Duty-Level for Female Employees and Male Employees:
(Tables Iv.5 and Iv.6)

Ninety-one women recreation graduates are employed in recreation. 47.3% are earning less than \$4,000 a year in salary, the majority of whom are involved in face-to-face leadership duties.

9.9% are earning from \$4,000-\$5,999 salary per year, over half of them in direct leadership positions.

57.2% of all female recreation graduates are earning less than \$6,000 per year.

24.2% of all male recreation graduates are earning less than \$6,000 per year. Only 19% of them are found earning less than \$4,000 per year.

As with the females, males were hired most frequently in the direct leadership position.

42.9% of the females earned a salary ranging from \$6,000 to \$12,000, the greatest concentration occurring in the direct leadership position. 6.6% of the females are employed in purely administrative posts, but only 1.1% of them are earning a salary of \$9,000-\$11,999 per year. No female earned a salary exceeding \$12,000 per year.

74.4% of the males earned salaries from \$6,000-\$12,000 per year with a high frequency of involvement in administration and supervision, with a lesser involvement in direct leadership duties.

1.1% of the males earned from \$12,000-\$15,000 per year in the administrative and administrative-supervisory-direct leadership positions. No male graduate's salary exceeded \$15,000 per year.

Fewer females than males were employed at responsibility levels (administration). Where females were employed in what would be regarded as a high responsibility level, they were generally paid lower salaries.

TABLE IV.5

JOB RESPONSIBILITY RELATIVE TO SALARY FOR EMPLOYEES IN RECREATION

Sex - Female

SALARY \$	ADMINI- STRATIVE			SUPER- VISORY			DIRECT			ADMIN.- SUPER.			ADMIN.- DIRECT			ADMIN.- SUPER. DIRECT			SUPER. DIRECT			TOTAL	
	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗		↓
4,000	2	33	2	4	28	4	15	45	16	0		5	100	5		9	52	9	8	61	8	43	47
4,000- 5,999	1	16	1	1	7	1	5	15	5	0		0				1	5	1	1	7	1	9	9
6,000- 8,999	2	33	2	8	57	8	13	39	14	2	66	2	0			6	35	6	3	23	3	34	37
9,000-11,999	1	16	1	1	7	1	0			1	33	1	0			1	5	1	1	7	1	5	5
12,000-14,999																						0	
15,000 and over																						0	
Total	6	100	7	14	100	15	33	100	36	3	100	8	5	100	5	17	100	18	13		14	91	100

TABLE IV.6

JOB RESPONSIBILITY RELATIVE TO SALARY FOR EMPLOYEES IN RECREATION

Sex - Male

SALARY \$	ADMINI- STRATIVE			SUPER- VISORY			DIRECT			ADMIN.- SUPER.			ADMIN.- DIRECT			ADMIN.- SUPER. DIRECT			SUPER. DIRECT			TOTAL			
	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗	↓	↘	↗				
4,000	4	10	2		4	12	2	10	34	5		2	8	1	2	50	1	6	16	3	5	41	2	33	19
4,000-5,999	0			1	3	0		4	13	2		0			0			3	8	2	1	8	0	9	5
6,000-8,999	16	43	9	18	58	10	13	44	8	16	66	9	2	50	1	22	59	12	6	50	3	93	53		
9,000-11,999	16	43	9	8	25	4	2	6	1	6	25	3	0					5	13	2	0			37	21
12,000-14,999	1	2	1	0			0				0			0				1	3	1	0			2	1
15,000 & over																								0	
Total	37	100	21	31	100	17	29	100	17	24	100	14	4	100	2	37	100	21	12	100	6	174	100		

3. Job Responsibility and Salary for Graduates Not Employed in Recreation - by Sex

Females versus Male Graduate Employees:

Forty-eight female graduates are employed in non-recreation jobs (see Table IV.7).

52.8% of them are earning less than \$4,000 per year annual salary and 73.6% are earning less than \$6,000 per year. 94.4% of the female workers earn less than \$9,000 per year salary.

6.3% earn over \$9,000 per year and no female graduate exceeds \$11,999. Only 27.1% of the women employees could be considered earning an average starting salary for recreation employees, i.e. a salary of \$6,000-\$8,999.¹²

42% of 88 male non-recreation employees are earning less than \$4,000 and 54.5% are earning less than \$6,000 per year.

16.5% are earning over \$9,000 per year and 2.3% earnings between \$12,000 and \$15,000.

Upon reviewing Chart #2 (Appendix D) a number of comments can be made relative to the above figures. Few women are employed in managerial positions. Those who are so employed are earning considerably less than their male counterparts. These facts wholly support Tables IV.5 and IV.6. It would seem that recreation employers might re-examine their staffing policies in terms of possible sex discrimination related to salaries and opportunities for advancement.

Further support for the foregoing comment may be found in the Women's Equal Employment Act¹³ and the Draft Report, Commission on Post-Secondary Education in Ontario.

¹² Revised Statutes of Ontario, The Women's Equal Employment Opportunities Act, Chapter 501, R.S.O. 1970, #4 - #8.

¹³ Draft Report, Commission on Post-Secondary Education in Ontario, Recommendation #33 (Toronto: Queen's Printer, W. Kinmond, 1971, p. 26).

TABLE IV.7

JOB RESPONSIBILITY RELATIVE TO SALARY FOR NON-RECREATION EMPLOYED

Sex - Female

SALARY \$	ADMINI- STRATIVE			SUPER VISORY			DIRECT			ADMIN.- SUPER.			ADMIN.- DIRECT			ADMIN. SUPER. DIRECT			SUPER. DIRECT			OTHER			TOTAL		
	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘	↓	↗	↘
4,000	3	50	6	2	100	4	14	50	29	0			1	50	2	3	60	6	1	100	2	1	50	2		25	52
4,000-5,999	1	16	2	0			7	25	14	1	50	2	0			0			0			1	50	2		10	20
6,000-8,999	2	33	4	0			6	21	12	1	50	2	0			1	20	2	0			0				10	20
9,000-11,999	0			0			1	3	2	0			1	50	2	1	20	2	0			0				3	6
12,000-14,999																										0	
15,000 & over																										0	
Total	6	100	12	2	4	28	58	2	4	2	4	5	10	1	2	2	43	100				4	48	100			

TABLE IV.8

JOB RESPONSIBILITY RELATIVE TO SALARY FOR NON-RECREATION EMPLOYED

Sex - Male

SALARY \$	ADMINI- STRATIVE			SUPER- VISORY			DIRECT			ADMIN.- SUPER.			ADMIN.- DIRECT			ADMIN. SUPER. DIRECT			SUPER. DIRECT			OTHER			TOTAL	
	↓	↗														↓	↗									
4,000	5	45	5	2	20	2	16	43	18	2	40	2	1	25	1	1	20	1	2	66	2	8	61	9	37	42
4,000- 5,999	1	9	1	1	10	1	8	21	9	0	0	0				1	20	1	0			0			11	12
6,000- 8,999	3	27	3	4	40	4	12	32	13	1	20	1	2	50	2	2	40	2	1	33	1	4	30	4	29	33
9,000-11,999	2	18	2	2	20	2	1	2	1	2	40	2	0			1	20	1				1	7	1	9	10
12,000-14,999				1	10	1							1	2	1										2	2
15,000 & over																									0	
Total	11	100	12	10	100	11	37	100	42	5	100	5	4	100	4	5	100	5	3	100	3	13	100	14	88	100

TABLE IV.9

RESPONSIBILITY LEVELS RELATIVE TO SEX
FOR GRADUATES EMPLOYED IN RECREATION

Responsibility Level	MALE		FEMALE	
	No.	Percent	No.	Percent
Administration	37	28.8	6	6.6
Supervisory	31	17.3	14	15.4
Direct	29	16.6	33	36.3
Admin.-Super.	24	13.7	3	8.8
Admin.-Direct	4	2.2	5	5.5
Admin.-Super-Direct	37	20.7	17	18.7
Super-Direct	12	6.4	13	14.3
Other	0	0	0	0
Total	174	98.0	91	100.1

It is seen in Table IV.9 that 20.8% of the male graduates employed in recreation are engaged in administration. It is also seen that in those jobs which wholly or partially involve administration 57.4% of the male graduates are employed.

Female graduates in purely administrative postings account for only 6.6% of the female employment (4.4% of these earn less than \$4,000 per year).

TABLE IV.10

RESPONSIBILITY LEVELS RELATIVE TO SEX
FOR GRADUATES NOT EMPLOYED IN RECREATION

Responsibility Level	MALE		FEMALE	
	No.	Percent	No.	Percent
Administration	11	12.5	6	12.6
Supervisory	10	11.3	2	4.2
Direct	37	42.0	28	58.4
Admin.-Super.	5	5.7	2	4.2
Admin.-Direct	4	4.5	2	4.2
Admin.-Super.-Direct	5	5.6	5	10.5
Super-Direct	3	3.4	1	2.1
Other	13	14.7	2	4.2
Total	88	99.6	48	100.0

In all those responsibility levels where administration is totally or partially a position requirement, 38.6% of the women are employed.

In the direct face-to-face leadership 36.3% of the females and 16.6% of the males are employed. Interestingly enough, the majority of all graduates were trained for this post. In the case of female graduates, employers were seemingly very "realistic" and more limiting than in the case of the males where only 16.6% were hired for the task that they were supposedly trained for.

4. Responsibility Levels Relative to Sex for Graduates Employed in Non-recreation jobs

It is seen from Table IV.10 that the 88 males employed in non-recreation positions, 12.5% are engaged in administration entirely, and 28.3% are involved in administration attended by other types of duties.

It is also noted that of the 48 female graduate employees, 12.6% are involved with administration alone, while 31.5% are handling administration along with other types of duties.

4.2% of the male graduates and 58.4% of the female graduates in the non-recreation employment group, perform direct leadership duties. 26% of the males and 21% of the females perform supervisory duties.

It would appear that the recreation-employed female must contend with a bias in regard to salary and employment level. The non-recreation employed female encounters bias in regard to salary only.

CHAPTER V VALUED AREAS OF STUDY IN RECREATION
DIPLOMA, CERTIFICATE AND DEGREE COURSES

Having had the opportunity to consider in retrospect the value of courses taken at College, in terms of on-the-job demands, graduates made the following evaluation.

Because of a multiplicity of possible answers from any individual, only a hierarchy of most and least valued courses can be shown.

TABLE V.1
 COURSES OF STUDY FOUND TO BE MOST VALUABLE

Course or Study Area	Number of Students Mentioning Course as Most Valuable
Field Placements	184
Work Periods	178
Group Work	94
Leadership Training	63
Psychology	48
Philosophy of Recreation	44
Administration Training	41
Program Planning	40
Sensitivity Lab	38
Sociology	37
Arena and Facilities Management	34
Contact with Professionals	27
Supervisory Courses	26
Physical and Recreation Activity	24
Field Traips	24
Public Relations Training/Communication Art	23
Self Experience Teaching Method	21
Arts and Crafts Training	19
Community Schools	19
Special Physical Skills Lab	14
City Legislation and Recreation	11
Management	11
Budget Management	7
Inter-personal Skills	6

TABLE V.2

COMMENTS

Comments	Number of Students Reporting
Standardization and Transferability of Courses to Colleges and Universities	29
More Field Work and Less Theory	28
Too Few Recreation Jobs for Recreation Graduates	14
Unstructured, Discovery Method Best	13
Need to Raise Admission Standards	12
Work Periods and Field Placements too Short	11
Students not able to specialize	10
Community College should offer B.A. in Recreation by correspondence	10
Recreation Courses too general	6
Colleges should assist in Graduate Placement	6
Experienced Teachers should do training	5
Tri-semester system poor for Recreation Course	5
More Canadian content in studies	4
More training needed to educate public re recreation	3
Emphasize group work and human relations	2
Youth and Recreation Branch should participate more in Recreation Study Training	2

TABLE V.3
AREAS OF NECESSARY TRAINING

Need	Number of Students Reporting
More administrative skills	74
Specialization in one area of recreation	50
Field work and job placements	38
More group work and awareness of others	31
Psychology (child and social) and Sociology	26
Budget and financial work	24
Facility management	24
Politics and recreation	21
Public speaking and communication	17
Use of Media	17
More programming	15
Community Development	12
Outdoor Education	11
More crafts	11
More detailed Municipal Recreation	10
More Institutional work	9
More Physical Education and Study of Body	9
More Unstructured learning at individual's pace	8
Use of office equipment	5
Research methods	5
Theory and Philosophy of Recreation	5

TABLE V.4

AREAS OF NECESSARY TRAINING
(grouped according to areas of possible commonality)

		Total Reporting	
ADMINISTRATION	More Administrative Skills	74	
	Budget and Financial Work	24	
	Politics and Recreation	21	
	Use of Office Equipment	5	124
SPECIALIZATION	Specialization in one area of recreation	50	
	More Institutional work	9	
	More detailed Municipal Recreation	10	69
COMMUNITY DEVELOPMENT	Group work and awareness of others	31	
	Politics and Recreation	21	
	Public speaking and communication	17	
	Community Development	12	51
	Use of Media	17	
	Programming	15	
	Crafts	11	43
FIELD TRAINING	Field work and job placements	38	38
ACADEMICS	Psychology (Child and Social) and Sociology	26	
	Theory and Philosophy of Recreation	5	
	Research Methods	5	36
	Outdoor Education	11	11
	More Physical Education and study of the body	9	9
	More unstructured learning at individual's pace	8	8

CHAPTER VI

CONCLUSIONS AND RECOMMENDATIONS

Based upon the results of the study of recreation graduates, the following conclusions might be drawn. Because of the high percentage of Community College graduates who wish to continue to higher education it is strongly recommended that some attempt be made toward standardizing courses and enabling them to be transferred as part of University prerequisite toward a B.A. degree.

Based upon the high percentage of recreation graduates continuing their education it is recommended that in support of, and in accordance with the draft Report of the Commission on Post-Secondary Education, a policy of financial support be devised which will enable recreation graduates to continue to higher levels of education.

Based upon the weaknesses and strengths of recreation course content identified in Chapter V, and upon the level of responsibility that recreation graduates are being employed in, it is recommended that recreation educators evaluate their courses in order to more realistically meet the needs of their graduates.

The entry of a larger supply of four year recreation degree graduates into the job market in June 1973 will undoubtedly affect employment trends. A follow-up study should be undertaken to evaluate their employment patterns in contrast with the two-year diploma graduates.

There appears to be a definite discrimination in the employment of the female sex in regard to salary and job opportunity. Based upon this discovery it is suggested that all employers of recreation graduates carefully re-examine their staffing policies and make reasonable and equitable adjustments.

It would appear that these graduates seeking employment in recreation are able to find positions, although they may have to enter via summer jobs and newly-created positions.

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ONTARIO DEPARTMENT OF EDUCATION

APPENDIX "A"

PERSONNEL STUDY OF RECREATION GRADUATES
IN ONTARIO, 1965-1971

Dear (Recreation Graduate):

We would appreciate your co-operation in this study, the purpose of which is to document the employment history of Ontario recreation curricula graduates from Colleges and Universities from 1965 to 1971. The study is being conducted by the Ontario Recreation Educators' Association in co-operation with the Youth and Recreation Branch of the Ontario Department of Education.

By analyzing the work histories of recreation graduates, we hope to discover the impact of graduates on leisure services in terms of such things as supply and demand, trends in new job opportunities, and possible academic criteria.

The results of this survey will be held in strict confidence and used in statistical analysis. The findings will then be shared with professional associations, recreation educators, and government services to assist them in the planning and development of recreation and leisure curricula. Copies will also be available through the Youth and Recreation Branch offices for all interested graduates.

It is absolutely essential for the success of this study for all graduates to complete and return this survey, whether or not they have stayed in the recreation profession. Please fill out all items clearly and send this form by return mail in the envelope provided.

Thank you for your co-operation.

Yours truly,

WEK/b1

Encl.

William E. Knott,
Consultant,
Recreation Research.

Note

Definitions for terms Administrative, Supervisory and Direct Leadership Face-to-Face, which are used in Questions 6 and 7.

Administrative

Responsible to persons not in your department and responsible for supervision of staff and administrative duties within your department.

Supervisory

Responsible to department head(s) and for supervision of staff.

Face-to-Face - Direct Leadership

Responsible to other persons in recreation and working mainly with people in the community or institution.

Reason for Leaving:

Continued Education	()	Travel	()	Other () Please specify
Marriage	()	Summer job	()	
Better job	()	Personal	()	
Better salary	()	Moving	()	

7. Subsequent employment:

(If you have been employed in more than one place or in more than one position between your initial and your present employment, please continue to outline in similar order on the back of this page.)

Employer _____

Position held _____

Permanent () Part-time () Summer ()

Was this a newly created position? Yes () No ()

Work Responsibility: (Please check area of major work responsibility.)

Administrative () Supervisory () Direct Leadership (face-to-face) ()

Salary: Below 4,000	()	9,000 - 9,999	()
4,000 - 4,999	()	10,000 -10,999	()
5,000 - 5,999	()	11,000 -11,999	()
6,000 - 6,999	()	12,000 -12,999	()
7,000 - 7,999	()	13,000 -13,999	()
8,000 - 8,999	()	14,000 -14,999	()
		Over 15,000	()

Reason for Leaving:

Continued education	()	Travel	()	Other () Please specify
Marriage	()	Summer job	()	
Better job	()	Personal	()	
Better Salary	()	Moving	()	

8. Present Employment (if not already stated)

Employer _____

Position held _____

Permanent () Part-time () Summer ()

Was this a newly created position? Yes () No ()

Work Responsibility: (Please check area of major work responsibility.)

Administrative () Supervisory () Direct Leadership (face-to-face) ()

Salary: Below 4,000	()	9,000 - 9,999	()
4,000 - 4,999	()	10,000 -10,999	()
5,000 - 5,999	()	11,000 -11,999	()
6,000 - 6,999	()	12,000 -12,999	()
7,000 - 7,999	()	13,000 -13,999	()
8,000 - 8,999	()	14,000 -14,999	()
		Over 15,000	()

N.B. FOR QUESTIONS 9, 10 AND 11 FEEL FREE TO USE ADDITIONAL SPACE ON BACK OF THE SURVEY SHEETS.

9. What training did you consider most valuable in your recreation diploma, certificate or degree course?

10. What training did you not receive in your recreation diploma, certificate or degree course that would have been valuable to you in your job?

11. Any additional comments

TABLE AND CODES FOR QUESTIONS 10a AND 11a ON EMPLOYERS

<u>RECREATION EMPLOYERS</u>	<u>CODE</u>
Municipal Parks and Recreation Departments	01
Industrial	02
Educational Institutions	03
Provincial Government	04
Federal Government	05
Private non-profit agencies (i.e. "Y", Big Brothers)	06
Commercial	07
Institutional - Correctional	08
Institutional - Rehabilitative	09
Hospitals	10
Other Recreational Employers	20
<u>NON-RECREATIONAL EMPLOYERS</u>	
Local Government	21
Provincial Government	22
Federal Government	23
Industrial	24
Commercial	25
Educational	26
Other Non-Recreational Employers	99

TABLE AND CODES FOR QUESTIONS 10b AND 11b ON POSITION HELD

<u>NON-RECREATIONAL JOB TITLES</u>	<u>CODE</u>
Clerical	01
Industrial	02
Professional	03
Services (Waiters, Sales)	04
Agriculture	05
Other Non-recreational job titles	10
 <u>RECREATION JOB TITLES</u>	
Recreation Programmer	11
Program Coordinator	12
Supervisor of Athletics	13
Sports-Recreation Coordinator	14
Recreation Director (or Director of Recreation)	15
Facility Manager	16
Superintendent of Programs	17
Day Camp Director	18
Recreation Assistant	19
Pool Supervisor	20
Area Supervisor	21
Community Coordinator	22
Recreation Supervisor (Activities)	23
Program Assistant	24
Assistant Facility Manager	25
Assistant Recreation Director	26
Youth Worker	27
Co-Director of Youth	28

RECREATION JOB TITLES (CONT.)

CODE

Data Collectors	29
Youth in Action Workers	30
Researchers	31
Recreation Coordinator for Board of Education	32
Program Officer	33
Recreation Counsellor	34
Day Camp Leader	35
Ski School Instructor, Arts & Crafts Instructor, Special Skills Instructor	36
Community School Director	37
Consultant or Field Advisor	38
Superintendent of Parks and Recreation	39
Senior Citizens Leader	40
Senior Citizens Supervisor	41
Playground Director	42
Recreation Instructor	43
Other Recreation Titles	99

TABLE AND CODE FOR QUESTION 11b & OTHER REASONS FOR LEAVING

<u>REASONS</u>	<u>CODE</u>
Asked to resign for political reasons	10
Private venture, went broke	11
Position filled by more qualified person	12
Pregnancy	13
Financial	14
Other	99

TABLE AND CODE FOR QUESTION 12 ON VALUABLE TRAINING RECEIVED IN RECREATION TRAINING

<u>VALUABLE</u>	<u>CODE</u>
Everything	01
Field Placements, Work Periods	02
Supervisory Courses	03
Physical & Recreation Activities	04
Administration Training	05
Sociology	06
Arts and Crafts Training	07
Arena and Facilities Management	08
Leadership Training	09
Group Work	10
City Legislation and Recreation	11
Program Planning	12
Psychology	13
Field Trips	14
Summer Employment in Recreation	15
Public Relations Training & Commercial Arts	16
Budget Management	17
Management	18
Contact with the Professionals	19
Philosophy of Recreation	20
Sensitivity Lab	21
Community Schools	22
Self Expression Teaching Method	23
Special Physical Skill Labs	24
College Atmosphere	25
Inter Personnel	26
Other	99

TABLE AND CODE FOR QUESTION 13 ON NECESSARY TRAINING IN RECREATION COURSES

<u>NECESSARY</u>	<u>CODE</u>
More Administration Skills	01
More Institutional Work	02
More Child Development Work	03
More Crafts	04
More Detail in Municipal Recreation	05
More Politics and Recreation	06
More Group Work, Awareness of Others	07
Specialization in one area of Recreation	08
Public Speaking, Communication	09
More Programming	10
Psychology and Sociology	11
Field Work and Job Placements	12
Facility Management	13
Community Developments	14
Theory and Philosophy	15
Field Trips	16
Budget and Financial Work	17
Physical Education and Study of the Body	18
Use of the Media	19
Unstructured Learning at Individual Pace	20
Use of Office Equipment	21
Research Methodology	22
Outdoor Education	23
Contact of Professionals	24
Other	99

TABLE AND CODE FOR QUESTION 14 ON ADDITIONAL COMMENTS CONCERNING RECREATION
TRAINING

<u>COMMENT</u>	<u>CODE</u>
Tri Semester at 02 bad for course in Recreation	01
Less Theory and More Field Work	02
No Jobs in Rec. so why bother training more grads?	03
Colleges should help place grads.	04
Recreation Course too general	05
Students should be able to specialize	06
Training should be done by experienced teachers	07
Unstructured discovery Method best	08
More training of recreation grads in educating public about recreation	09
Community College should be able to obtain BA in recreation by correspondence	10
Emphasize group work and human relations	11
Raise requirements to be admitted to the recreation courses - raise academic standards	12
Y & R Branch should participate more in the training of the recreation students	13
College course phased out by the University courses is bad and should not happen	14
Field Placements should be in one month blocks	15
Certificate Course should not be cancelled after next year	16
Certification should be modified	17
More Canadian Content	18
Community College course not long enough	19
Standardization and transferability from college to college	20
Other	99

TABLE AND CODES FOR QUESTION 9 ON CONTINUING EDUCATION

<u>CONTINUED EDUCATION</u>	<u>CODE</u>
BA Degree in Recreation	01
Post Graduate Degree or work in Recreation	02
Institutional Recreation Courses and Certification	03
Parks Management or Horticultural Diplomas	04
Special Programs related to Recreation (Seminars, Labs, Conferences)	05
BA Degree (not Recreation) Full Time	06
Part time BA (extension or correspondence)	07
Full time Community College	08
Part time, extension Community College	09
Teacher's College	10
Post Graduate Work or Degree not in Recreation	11
Other	99

PERCENTAGE DISTRIBUTION OF INDIVIDUALS IN THE LABOUR FORCE* BY SEX, BY INCOME GROUPS,
AND BY AVERAGE EARNINGS FOR SELECTED OCCUPATIONAL GROUPS,** CANADA, 1965

Income Group - \$	Managerial		Professional and Technical		Clerical		Sales		Service and Recreation		Miners, Craftsmen, etc.	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 1,000	1.2	13.8	1.8	10.9	4.4	15.0	10.2	34.1	11.0	46.6	2.9	23.2
1,000 - 1,999	2.0	14.2	2.4	10.6	5.7	15.1	8.9	31.0	10.0	22.7	5.0	25.6
2,000 - 2,999	4.8	21.5	4.6	13.8	12.7	24.7	8.8	22.3	16.0	21.0	8.5	27.9
3,000 - 3,999	8.1	15.9	8.9	21.9	15.1	28.1	15.2	10.8	20.5	7.7	14.4	15.6
4,000 - 4,999	11.8	18.3	11.1	18.4	22.7	12.5	13.5	0.6	17.9	1.3	21.0	4.8
5,000 - 5,999	14.1	9.4	14.1	12.8	20.5	3.1	13.1	1.0	11.4	0.7	20.5	2.6
6,000 - 9,999	35.6	7.0	39.5	10.9	18.6	1.4	24.4	-	12.7	-	26.2	0.3
10,000 & over	22.6	-	17.5	0.7	0.7	0.1	5.9	-	0.6	-	1.5	-
Totals	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average earnings of full-year workers***	\$7,501	2,987	7,133	3,549	4,255	2,617	4,682	1,477	3,462	1,278	4,682	2,027
	\$7,920	3,351	7,602	4,226	4,713	3,263	5,287	2,077	4,120	2,099	5,290	2,756

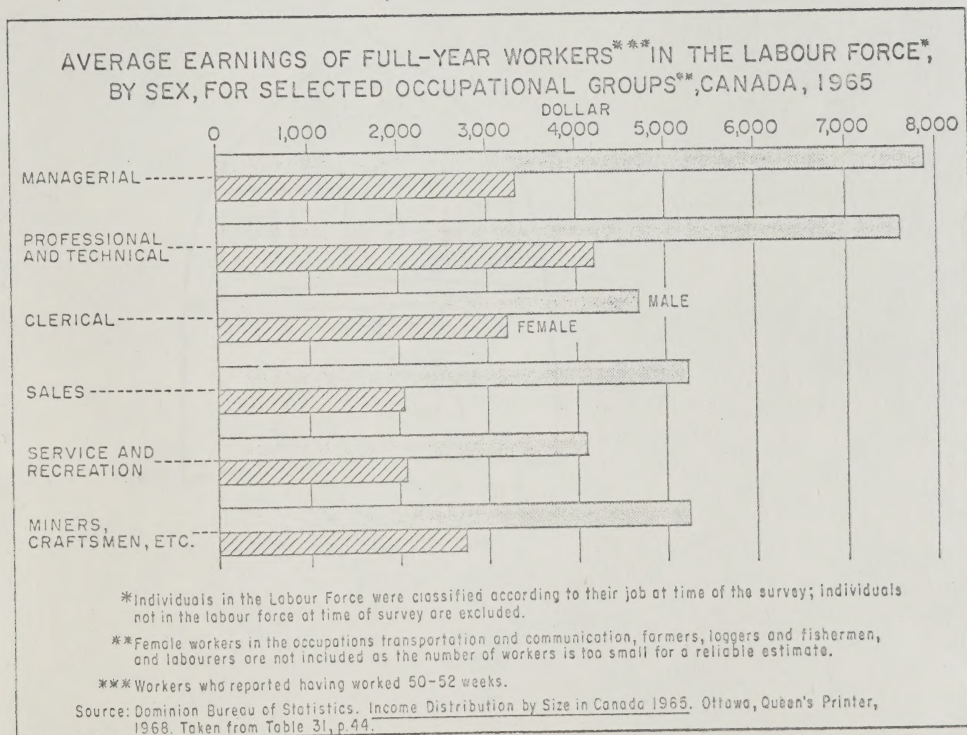
*Individuals in the Labour Force were classified according to their job at time of the survey; individuals not in the Labour Force at time of survey are excluded.

**Female workers in the occupations transportation and communication, farmers, loggers and fishermen, and labourers are not included as the number of workers is too small for a reliable estimate.

***Workers who reported having worked 50-52 weeks.

SOURCE: Dominion Bureau of Statistics, Income Distribution by Size in Canada 1965. Ottawa Queen's Printer, 1968. Taken from Table 31, p. 44.

APPENDIX "D"





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